

Department of the Interior
BUREAU: US Fish & Wildlife Service
Equal Opportunity Data Required to be Posted by the NO FEAR ACT
P.L. 107-174

Reporting Period: FY 2004 2nd Quarter (10/01/03 to 03/31/04)

Point of Contact: Lisa Sizemore

Formal Complaints

# of complaints filed	14
# of individual filers	14
# of repeat filers	0

Number of Complaints by Basis of Discrimination

Race	5
Color	0
National Origin	1
Sex	8
Religion	0
Disability	0
Age	6
Reprisal	3
Non-EEO (Equal Pay Act)	1

Number of Complaints by Issues of Alleged Discrimination

Appointment/Hire	4
Assignment of Duties	5
Awards	1
Conversion to Full-Time	0

Disciplinary Action	4
Demotion	0
Reprimand	2
Suspension	0
Removal	1
Other (Letter of Counseling)	1

Duty Hours	0
Evaluation/Appraisal	2
Examination/Test	0

Harassment	3
a. Non-sexual	3
b. Sexual	0

Medical Examination	0
Pay Including Overtime	2
Promotion/Non-Selection	4
Reassignment	1
a. Denied	1
b. Directed	0
Reasonable Accommodation	0
Reinstatement	0
Retirement	0
Termination	1
Terms/Condition of Employment	5
Time & Attendance	3
Training	0
Other	0

Average Processing Time of Pending Complaints

	#	APT
1. All complaints pending during fiscal year	61	149
Investigation	45	167
Final Agency Action	16	97
2. Complaints in which a hearing is not requested	26	138
Investigation	15	149
Final Agency Action	11	123
3. Complaints in which a hearing is requested	35	157
Investigation	30	177
Final Agency Action	5	39

Number of Complaints Dismissed

	#	APT
	1	29
Number of Complaints Filed Prior to Fiscal Year + Pending	TOTAL	
Pending Complaints Filed Before Fiscal Year	38	
Number of Individuals	31	
Number in Investigations	8	

Number in FAD	11
Complaints Pending in the Current Fiscal Year	TOTAL
Number of Investigations over 180 days	15

	FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION	with a hearing FY 2004		without hearing FY 2004	
	TOTAL				
		#	%	#	%
BASES	Race	1	100		
	Color	1	100		
	National Origin				
	Sex				
	Religion				
	Disability				
	Age				
	Reprisal	1	100		
	Non-EEO				
ISSUES	Appointment/Hire				
	Assignments of Duties				
	Awards				
	Conversion to Full Time				
	Disciplinary Action				
	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Duty Hours				
	Evaluation/Appraisal				
	Examination/Test				
	Harassment				
	a. Non-sexual				
	b. Sexual				
	Medical Examination				
	Pay Including Overtime				

Promotion/Non-Selection	1	100		
Reassignment				
a. Denied				
b. Directed				
Reasonable Accommodation				
Reinstatement				
Retirement				
Termination				
Terms/Condition of Employment				
Time & Attendance				
Training				
Other				